



Are you an employer who can provide on-the-job training?

Employers play an important role in helping injured or ill workers return to meaningful employment and a productive life. Return to work also reduces the financial impact of work-related illnesses and injuries on workers, employers, and the workers' compensation system.

The Department of Labor & Industries is looking for on-the-job training opportunities. Arranging this training is one way that L&I helps injured or ill workers return to the workforce.

On-the-job training can benefit you as well as the worker you help

If you are willing to provide on-site training in the skills that a worker needs to perform at the level expected in your industry, L&I can offer you:

- Trainees for hard-to-fill jobs — an opportunity to evaluate a worker prior to permanent hiring
- Training fees to compensate you for your time (for up to two years, depending on skills needed for the job)
- Savings on your L&I premiums and protection from risk if the worker aggravates the original injury or experiences a new work-related injury or illness. (For more information, refer to L&I's pamphlet, *Preferred Worker Program*.)

You will have a fully trained candidate to consider for a permanent job

You do not have to commit to hiring the worker once training is completed. However, a recent vocational survey showed that companies that invest in a worker's skills often retain the worker. In addition, training can reduce your turnover: in recent research by the Construction Industry Institute, one company reduced turnover from 7 percent among untrained workers to 0.6 percent among trained ones.¹ Finally, because trained workers have better skills and work more safely, training can reduce your industrial insurance costs and improve productivity.

Contact an L&I consultant

If you can teach a worker new skills, we want to hear from you.

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¹Olson, Sandra, "Training is good for your bottom line." *Daily Journal of Commerce*, March 27, 2008.